

Paid Family Leave at a Glance



The **time** you need for times like these.

What is Paid Family Leave?

Paid Family Leave (PFL) is an insurance program administered by the Employment Development Department (EDD) that provides you with a portion of your paycheck, for up to six weeks, when you need time off for one of the following:

- To care for a family member with a serious health condition.
- To bond with a new baby or child in the family (e.g., adoption or foster care).

Who pays for PFL?

PFL is funded by you, California workers. Most workers who pay State Disability Insurance (SDI) taxes ("SDI" on your pay stub) are eligible for PFL.

What is the PFL benefit amount?

PFL pays you about 55 percent of your weekly wage, up to a maximum cap.

How does PFL work?

You are eligible for up to six weeks of PFL which can be taken all at once, or broken up during a 12-month period. But the leave must be used within a 12-month period.

Example:

Parents (individual, spouse, or registered domestic partner) may take four weeks of PFL when a baby is born, and two weeks later in the year to help the baby transition to a new caregiver.

Pregnant women may use Disability Insurance leave back-to-back with PFL to both recover from birth and to bond with their new child.

Who can I care for and get PFL benefits?

You can provide care for your child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner to be eligible for PFL.



What is a “serious health condition”?

A “serious health condition” is an illness, injury, impairment, or physical or mental condition that requires:

- A stay in a hospital, hospice, or residential care facility.
- Continuing treatment by a doctor or other “health care professional”.

Is my job protected when I am on PFL?

PFL does not provide job protection. You should ask your human resources office first about job protection before using PFL. Other laws, such as the Family and Medical Leave Act (www.dol.gov/whd/fmla/) or California Family Rights Act (www.dfeh.ca.gov/Publications_CFRADefined.htm) may provide job protection and can be taken concurrently with PFL. The Fair Employment Housing Act (http://www.dfeh.ca.gov/Publications_StatLaws_PregDiscr.htm) is not taken concurrently with PFL, but may provide job protection during leave for pregnancy disability, childbirth, or a related medical condition.

How do I apply for PFL?

You can apply for PFL benefits online or by mail. Applying online is safe and easy to do.

To apply for PFL online, you will need to:

- Visit the SDI Online Web page at www.edd.ca.gov/Disability/SDI_Online.htm.
- Follow the instructions to register for an SDI Online account.
- After registering, select “File a New Claim”.

To apply for PFL by mail, you must fill out the paper application, Claim for Paid Family Leave (PFL) Benefits, DE 2501F, and submit it to the EDD. It is available in English and Spanish (Spanish version includes English form with Spanish instructions).

To obtain a PFL claim form, you will need to:

- Visit an SDI office. A list of locations is available at www.edd.ca.gov/Disability/Contact_SDI.htm.
- Call 1-877-238-4373 and ask for a claim form to be mailed to you. Representatives are available in English, Spanish, Cantonese, Vietnamese, Armenian, Tagalog, and Punjabi.
- Request a claim form online by visiting www.edd.ca.gov/Forms/.

What information do I need to apply for PFL?

The following information will be needed:

- Name of employer.
- Date of last day worked before leave is taken.
- Information about the person that will be cared for.
- If bonding with a new child, you will need the birth certificate, hospital discharge record, declaration of paternity, or other official form (adoption or foster forms).
- If caring for a sick family member, a health care provider will have to verify the illness. The health care provider must fill out a certificate, Part D of the DE 2501F.

For More Information

Visit www.edd.ca.gov/Disability, or call toll-free 1-877-238-4373. TTY users, dial 711.

The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling the numbers listed above.